

*Policies and Benefits*

## TDCJ joins FBI Rap Back Service with new fingerprint technology

Every TDCJ and TDCJ-contracted employee undergoes a criminal record check when hired, and this includes acquiring fingerprints for submission to the Texas Department of Public Safety's searchable database. If an employee is arrested, DPS uses these fingerprints to report the arrest to TDCJ's Human Resources Employee Relations Section.

In January, the Texas Department of Public Safety's Fingerprint-based Applicant Clearinghouse of Texas (FACT) began implementing the Federal Bureau of Investigation Rap Back Service as part of the Bureau's Next Generation Identification system. The Rap Back Service can automatically send immediate, nationwide results regarding current employees' arrests and criminal history information to TDCJ.



TDCJ's participation in this program requires current employees to sign a consent and authorization form, which will be available from their HR representatives. Participation is a condition of employment, and

any refusals will be subject to separation of employment.

Employees hired prior to June 1, 2015 will be re-fingerprinted by August 31, 2018. Commenting on this procedure, Human Resources Division Director Patty Garcia noted, "We will work to be in compliance with DPS requirements, and coordinate with each location to ensure we have a smooth and effective process to accommodate the re-fingerprinting of employees." Human Resources is developing a schedule to acquire these fingerprints during the next few months, and HR representatives will be providing staff with information about this process.

Details about the Rap Back Service and individual privacy protections are available on the FBI website ▲